The meeting was called to order at 3.25 p.m.

PERSONNEL MATTERS (IDB.30/2, appendix L, IDB.30/15; IDB.30/CRP.4, IDB.30/CRP.9)

1. **Mr. SAMODRA SRIWIDJAJA** (Indonesia), speaking on behalf of the Group of 77 and China, said that the Organization's recruitment strategy should continue to be directed at maintaining the specialization of UNIDO's staff. The Secretariat should continue its commitment to the Human Resources Management Framework, aimed at creating a leaner institution that fostered management excellence and professionalism. The effects of the introduction of the Human Resources Management Framework had already begun to appear. One of its results had been that the average level of education of new recruits had risen, and the Group expected that that higher level of academic qualification would translate into greater specialization in the Organization's areas of competence. The framework had led to an increase in female representation in senior-level positions from 5 per cent to 21 per cent, and the Group also supported the idea of advertising through relevant associations of professional women throughout the world. The Group welcomed recruitment from all regions for Professional-level regular appointments between May 2001 and March 2005, but stressed the need for further improvements so as to achieve a fair balance among the regional groups and a better gender ratio. There was a need for more emphasis on recruitment from countries that were unrepresented or underrepresented. The Group urged the Secretariat to continue, in its recruitment policy, to pay due attention to merit and efficiency. The Group was of the view that, in order to increase technical cooperation and reflect regional equity, optimal use must be made of all human resources. It therefore requested the Secretariat to give consideration as soon as possible to the designation of the Director of the Latin American and Caribbean Bureau.

2. **Mr. NAQVI** (Pakistan), speaking on behalf of the Asian Group, said that the Group encouraged the Secretariat to continue its commitment to its Human Resources Management Framework. The Group expected that the higher level of academic qualifications of new staff members would translate into greater specialization in UNIDO's areas of competence. It also appreciated the increase in the representation of women in senior-level positions, and considered that it would be useful to extend advertising coverage with the aim of achieving gender balance. The Group stressed the need for further improvements in the recruitment process so as to achieve a fair balance among regional groups and a better gender ratio. More emphasis was needed on recruitment from countries that were unrepresented or underrepresented. The Secretariat should continue to pay due attention to merit and efficiency in recruitment. In line with Article 11.5 of UNIDO's Constitution, the Group agreed to the amendments made in the Staff Regulations to bring them into conformity with the decisions of the General Assembly of the United Nations.

3. **Ms. HE Wangyang** (China) expressed satisfaction with the results achieved in recent years in UNIDO's human resource management, notably the increase in the representation of women in Professional-level posts in the Secretariat and the higher academic qualifications of new recruits. However, China had noted that some countries were still underrepresented in the Secretariat in terms of internationally recruited staff, and hoped that in its recruitment of new staff members the Secretariat would take full account of geographical balance and put particular emphasis on recruiting professionals from the developing countries, with due account being given to the contribution the countries concerned made to UNIDO as well as their capacities.

4. **Mr. SVENDSEN** (Norway) said that his delegation encouraged UNIDO to continue employing the United Nations common system as a standard for the conditions of staff, and likewise supported its efforts to ensure gender balance. As a country that was significantly underrepresented in UNIDO, Norway would like to see more efforts made to encourage applications from countries that were underrepresented or not represented. Norway had decided to strengthen its delegation to the Vienna-based organizations from the autumn of 2005, and one element of that stronger presence would be follow-up of policies on administrative and personnel matters. Norway was a strong advocate of transparency, openness and fairness in staff appointments in all organizations of the United Nations system, as well as of sound administrative and personnel policies, which contributed to a healthy and productive working environment for staff. In human resource management, Norway encouraged policies that provided predictability and stability for both employer and employees. Norway would be following UNIDO's future administrative and personnel policies with great interest, as it was eager to see that the international organizations were perceived by their staff and by Member States as attractive and fair employers providing equal treatment and sound working conditions. In the long run, an organization could be successful in its external work only when its internal life—its management and administrative and personnel policies—was functioning well.

5. **Ms. MANGCOTYWA** (South Africa) said that her country remained concerned at the low level of representation at all levels of the Secretariat of personnel from southern Africa. That was not only the responsibility of the Secretariat. It was incumbent on the Member States to come forward with high-calibre candidates from government, the private sector and the

academic world in order to rectify the situation. South Africa intended to assist the Secretariat in identifying suitable candidates. Her country realized that all subregions wished to be represented in the UNIDO Secretariat, but statistics showed that there was a serious representation problem in the case of southern Africa. On the question of women in the Secretariat, South Africa noted that progress had been made, although much more needed to be done. UNIDO's recruitment strategy needed to be weighted in favour of women as well as in favour of regions and subregions that were underrepresented.

6. **Ms. CARRASCO MONJE** (Bolivia), speaking on behalf of the Group of Latin American and Caribbean Countries (GRULAC), drew attention to the low level of representation on the UNIDO staff of personnel from her region. There was a continuing fall in the numbers of Latin American and Caribbean nationals who were on the staff or hired as consultants. The region had plenty of qualified personnel with the kind of technical cooperation experience that was useful to UNIDO. The Group had a particular concern regarding the fact that the Director of the Latin America and the Caribbean Bureau had not yet been appointed. With UNIDO in a process of change, there was a need for continuity in the programmes and projects in the region, and GRULAC hoped that the appointment could be made as soon as possible.

7. **Ms. ANTONOPOULOU** (Deputy to the Director, Human Resource Management Branch) said that the Secretariat had taken due note of all the statements made, which would guide it in its future work.

MATTERS RELATED TO INTER-GOVERNMENTAL, NON-GOVERNMENTAL, GOVERNMENTAL AND OTHER ORGANIZATIONS

8. **The PRESIDENT** said that no organization had expressed the wish to enter into an agreement with UNIDO as stipulated in Article 19.1 of the Constitution.

PREPARATIONS FOR THE ELEVENTH SESSION OF THE GENERAL CONFERENCE (IDB.30/18)

9. **Ms. ORLOWSKI** (Secretary of the Board) introduced the report by the Director-General contained in document IDB.30/18. She said that the document contained information on administrative matters and also the proposed agenda and information on relevant documentation. The work of previous sessions had been facilitated by informal consultations held prior to the sessions under the guidance of the President of the Board. She assumed that the same procedure would be adopted for the eleventh session. Document IDB.30/18 contained a draft decision that the Board might wish to consider, covering the agenda, a suggested decision to hold a forum on industrial development issues within the framework of the General Conference session and a recommendation that informal consultations be held in the run-up to the session.

10. **Ms. HE Wangyang** (China) noted that General Conference resolution GC.10/Res.4 on South-South cooperation (see document GC.10/INF.4) contained a recommendation that "Industrial Development, Trade and Poverty Alleviation through South-South Cooperation" should be made a theme of the industrial development forum to be held during the eleventh session of the General Conference. China proposed that the Secretariat organize a forum on that topic and assist in organizing presentations on South-South cooperation among Asian, African and Latin American and Caribbean countries, inviting resource personnel from developing countries to participate in accordance with the principle of equitable geographical representation.

PROVISIONAL AGENDA AND DATE OF THE THIRTY-FIRST SESSION (IDB.30/CRP.5)

11. **Ms. ORLOWSKI** (Secretary of the Board) said that alternative dates for the thirty-first session of the Board would need to be considered in the informal consultations currently under way, since a difficulty had arisen regarding the dates envisaged in document IDB.30/CRP.5.

The meeting rose at 3.50 p.m.